



KIPP Delta Public Schools' Best Practices to Disseminate

1. Performance Management:

Weekly One-on-Ones will be conducted by managers with their employees. These meetings are 30 minutes long and their purpose is to build the relationship between employees and managers and make both more effective. Individual Development Plans will also be piloted which will create opportunities for staff members to develop competencies in specific areas.

2. Improving Math and Reading Instruction:

- Read 180 and Reading Plus: We will pilot Read 180 with 60 students at each school. We will begin to use this curriculum and have a consistent means of ensuring our students are reading appropriate level books at school and home and are developing the habits of successful college students and life-long readers. Additionally, we will continue our use of the online-based Reading Plus program, which helps build students' independent reading comprehension skills.
- Saxon Math: Math teachers will continue implementation of Saxon math for classes K through Algebra 2. Students have achieved the best math results in those classes where Saxon was implemented with the greatest fidelity. We will use this knowledge to ensure our students receiving excellent math instruction in all classes.

3. KIPP's Five Pillars:

High Expectations. KIPP Delta will have explicitly defined and observable high expectations for academic achievement and conduct that make no excuses based on the background of students. Students, parents, teachers, and staff create and reinforce a culture of achievement and support through a range of formal and informal rewards and consequences for academic performance and behavior.

Choice & Commitment. Students, their parents, and the faculty of KIPP Delta have made a choice to be at the school. No one is assigned or forced to attend this school. Everyone must make and uphold a commitment to the school and to each other to put in the time and effort required to achieve success.

More Time. KIPP Delta students and staff know that *there are no shortcuts* when it comes to helping educationally disadvantaged students succeed academically. A longer school day, a longer school year, and summer school mean more time for students at KIPP to acquire the academic knowledge and skills, as well as broad extracurricular experiences that will prepare them for competitive high schools and colleges.

Power to Lead. Leadership staff are effective academic and organizational leaders who understand that there are no great schools without great school directors. They have control over their school budget and personnel. They are free to swiftly move dollars or make staffing changes, allowing them maximum effectiveness in helping students learn.

Focus on Results. KIPP Delta focuses unrelentingly on results. Student achievement on tests and other objective measures will substantially outperform district averages, will not make excuses based on demographics, and will enable students to compete at the nation's best high schools and colleges.

4. Parent Involvement:

Parents are a vital part of the partnership and the Commitment to Excellence Form outlines the ways in which the school expects and needs the parents to support the educational mission of the school. These commitments for parental support include helping with homework each night, reading with their child each night, ensuring that homework is complete each night, assisting their child in contacting the teacher if there is a problem or a question on an assignment, providing a quiet place with light for their child to study at home, and being available to meet with the teachers at home or at school if the need arises. The parents, like the teachers, must hold high expectations for their child. Parents are encouraged to help with and participate in special activities at KIPP Delta.

KIPP Delta Public Schools also has a school-parent compact that:

- Describes the school's responsibility to provide high quality curriculum and enables Title I children to meet Arkansas's academic achievement standards.
- Describes how parents will be responsible for supporting their children's learning, such as monitoring attendance, homework completion, television watching, volunteering in their child's classroom, participating in decisions relating to their child's education and positive use of extracurricular time; and
- Addresses the importance of establishing ongoing, good communication between teachers and parents through
- Annual parent-teacher conferences to discuss individual student progress discussing the child's achievement.
- Frequent progress reports to families on student academic progress.
- Reasonable access to staff and opportunities to volunteer, observe and participate in classroom activities.

KIPP Delta also developed a parent engagement plan that includes a separate action addressing each component for parental involvement required by Arkansas Act 307. The following components, as required by ACSIP, will be captured in the plan:

- Informational Packets
- Parent Involvement Meetings
- Volunteer Resource Book
- School's process for resolving parental concerns in handbook
- Seminars to inform the parents about how to be involved in decisions course selection, career planning, and preparation for postsecondary opportunities
- Enable formation of PTA/PTO
- Parent Facilitator

As noted, KIPP understands the importance of parent involvement in order to make their child a success in the classroom.

Interested in KIPP Delta Public Schools - Check out opportunities today at www.kipdelta.org/careers